

**AGENDA ITEM III A 3**

**PROPOSED ACADEMIC PROGRAM**

**SOUTHERN UNIVERSITY-NEW ORLEANS**

**B.A. IN PUBLIC ADMINISTRATION**

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### **B. A. IN PUBLIC ADMINISTRATION**

#### **STAFF SUMMARY**

#### **1. Description/Objectives**

The proposal provides the following program description:

*Taxpayers are demanding greater accountability from elected officials and public administrators in the management of public policy and public resources. The call for efficiency and greater accountability in the public sector has become even more pronounced in Louisiana in general and the New Orleans metro area in particular, as a result of public policy failures following Hurricanes Katrina and Rita. In fact, State and local officials were already facing serious accountability issues Pre-Hurricanes Katrina and Rita, and the call for reform has taken a more urgent tone following those two disasters. The new Bachelor of Arts program in Public Administration at Southern University at New Orleans (SUNO) is specifically aimed at filling the gaps between public policy and official government practices by providing training to majors on efficient business practices that can translate into better public sector management. The program seeks to produce graduates who not only understand the role and scope of public service but are prepared to take up administrative positions where they will provide effective services to members of the community while maintaining the highest ethical standards.*

Program objectives are also defined in the proposal:

*The Bachelor of Arts (BA) in Public Administration program addresses issues of governance, organization, and policy in a democratic society and provides students with the skills required for successful executive and administrative careers in public service and nonprofit agencies. By combining a broad liberal arts training with discipline-specific coursework, the Public Administration program introduces many of the skills necessary for professional participation in public service, including critical thinking, effective speaking and writing, preparation of budgets and financial statements, research and analytical capabilities. The goals of the program include preparing students for careers in public service; preparing students for further study and education; and helping students to become better participants in the democratic process. The program will:*

*Prepare students for productive, fulfilling careers in public and nonprofit administration, especially in state and local governments, and  
Promote an understanding and appreciation of the functions and value of government in the society.*

## 2. Curriculum

The program will require the completion of 120 semester hours for graduation and provide students with knowledge of:

- *The political culture of public work*
- *The economic environment of public work*
- *The legal environment of public work*
- *Organization theories*
- *Management theories*
- *Management and public accountability best practices*
- *Policy processes*

*In addition, the public administration major heightens students critical, analytical and communication skills through case studies and exercises. The capstone requirement of a public service internship demands integration of knowledge from both general studies and major studies by focusing students on specific cases and work place applications.*

The curriculum can be apportioned into related subject areas as follows:

<b>General Education</b>	<b>48 hours</b>
Freshman Assembly	1
English Composition	6
Mathematics	6
Natural Science	11
Humanities	6
Fine Arts	3
Social/Behavioral Science	6
Computer Literacy	3
Free Elective	3
<b>Administrative Core</b>	<b>45 hours</b>
ACCT 211, 222 Accounting Principles	6
ECON 211, 222 Economic Principles	6
MATH 250 Elementary Statistics	3
HIST 210 US History to 1865	3
HIST 220 US History Since 1865	3
Intro & Advanced Foreign Language	6
ENGL 260 Professional Technical Writing	3
SOCL 210 Intro to Sociology	3
PSYC 210 General Psychology	3
ACCT 310 Governmental Accounting	3
ECON 402 Public Finance	3
ECON 412 State & Local Govt. Finance	3

<b>Courses in the Major</b>	<b>27 hours</b>	
POLI 250 State & Local Government	3	
PADM 250 Intro to Pub Adm. (same as POLI 320)	3	New
PADM 301 Organization Theory	3	New
PADM 310 Public Personnel Administration	3	New
PADM 385 Governmental Budgeting	3	New
PADM 400 Ethics in Public Service	3	New
PADM 405 Public Policy & Administration	3	New
PADM 425 Public Service Internship	6	New
<b>Total</b>	<b>120 hours</b>	

The year-by-year suggested sequence of courses is as follows:

#### FRESHMAN YEAR

JRDV 111-College Survival Skill	1	ENGL 112-English	3
JRDV 111A-Freshman Assembly	0	MATH 232-Finite Math	3
ENGL 111-English	3	SPCH 210-Fund of Speech	3
MATH 151-College Algebra	3	BIOL 106-Intro to Biology	3
BIOL 105 + 105 Lab	4	GEOG 110-Survey of Regional Geog	<u>3</u>
CMIS 164-Intro to CIS	<u>3</u>	Total	15
Total	14		

#### SOPHOMORE YEAR

HIST 103-History of Civilization I	3	HIST 104-History of Civilization II	3
HIST 210-U.S. History to 1865	3	HIST 220-US History Since 1865	3
POLI 110-American Government	3	ENGL 203-Writing About Literature	3
Intro. Foreign Language	3	Advanced Foreign Language	3
CHEM or Physical Science 101 + Lab	<u>4</u>	*PADM 210-Intro to Pub Admin	<u>3</u>
Total	16	Total	15

#### JUNIOR YEAR

ACCT 211-Accounting Principles I	3	ACCT 222-Accounting Principles II	3
ECON 211-Economics Principles I	3	ECON 222-Economics Principles II	3
POLI 250-State & Local Government	3	PSYC 210-General Psychology	3
ENGL 260-Professional Tech. Writing	3	MATH 250-Elementary Statistics	3
SOCL 210-Intro to Sociology	<u>3</u>	*PADM 301-Organization Theory	<u>3</u>
Total	15	Total	15

#### SENIOR YEAR

*PADM 310-Public Personnel Adm.	3	*PADM 405- Public Policy & Admin.	3
*PADM 385-Government Budgeting	3	ECON 402-Public Finance	3
*PADM 400-Ethics in Public Admin.	3	ECON 412-State and Local Govt. Finance	3
ACCT 310-Governmental Accounting	3	*PADM 425-Public Service Internship	<u>6</u>
Free Elective	<u>3</u>	Total	15
Total	15		

The University observes the following regarding program length and required minimum course grades:

*The total required hours of 120 is in line with the number of required hours in MIS programs at other public universities. Secondly, the Southern University Board of Supervisors has directed all campuses to aim at 120 semester hour credit requirements for baccalaureate degree programs. For an undergraduate degree, a grade of C or better is required in each major course.*

With specific regard to meeting curricular accreditation requirements, it is relevant that the identified accrediting agency for Public Administration programs, the National Association for Schools of Public Affairs/Administration (NASPAA) does not accredited baccalaureate-level programs. This agency does provided, however, a Guidelines for Baccalaureate Programs in Public Affairs/Administration which was followed by SUNO. Specifically, the NASPAA Guidelines are addressed below:

***NASPAA MAJOR SUBJECT AREAS PERCENT OF DEGREE REQUIREMENTS***

***A. Arts & Science Foundation (15-25%)***

<i>Freshman Assembly</i>	<i>1</i>
<i>English Composition</i>	<i>6</i>
<i>Mathematics</i>	<i>6</i>
<i>Natural Science</i>	<i>11</i>
<i>Humanities</i>	<i>6</i>
<i>Fine Arts</i>	<i>3</i>
<i>HIST 210 US History to 1865</i>	<i>3</i>
<i>HIST 220 US History Since 1865</i>	<i>3</i>

***B. Political, Social, Economic, and Legal (15-25%)***

<i>Social/Behavioral Science</i>	<i>6</i>
<i>ECON 211, 222 Economic Principles</i>	<i>6</i>
<i>POLI 250 State &amp; Local Government</i>	<i>3</i>
<i>PADM 310 Public Personnel Administration</i>	<i>3</i>

***C. Analytical Tools & Communication Skills (20-25%)***

<i>Computer Literacy</i>	<i>3</i>
<i>ACCT 211, 222 Accounting Principles</i>	<i>6</i>
<i>MATH 250 Elementary Statistics</i>	<i>3</i>
<i>Intro &amp; Advanced Foreign Language</i>	<i>6</i>
<i>ENGL 260 Professional Technical Writing</i>	<i>3</i>

***D. Individual, Group, and Organizational Dynamics (10-15%)***

<i>SOCL 210 Intro to Sociology</i>	<i>3</i>
<i>PSYC 210 General Psychology</i>	<i>3</i>
<i>PADM 250 Intro to Pub Adm. (same as POL I 320)</i>	<i>3</i>
<i>PADM 301 Organization Theory</i>	<i>3</i>

***E. Administrative/Management/Ethics (10-20%)***

<i>ACCT 310 Governmental Accounting</i>	<i>3</i>
<i>ECON 402 Public Finance</i>	<i>3</i>
<i>ECON 412 State &amp; Local Govt. Finance</i>	<i>3</i>
<i>PADM 385 Governmental Budgeting</i>	<i>3</i>
<i>PADM 400 Ethics in Public Service</i>	<i>3</i>

***F. Policy Analysis (5-10%)***

<i>PADM 405 Public Policy &amp; Administration</i>	<i>3</i>
<i>PADM 425 Public Service Internship</i>	<i>6</i>
<i>Free Elective</i>	<i>3</i>

***Total*** ***120 hours***

The University also wisely consulted master-level Public Administration programs at state universities to ensure that its graduates would have accomplished pre-requisites in advance of application for graduate study.

### **3. Students**

The proposal states the following regarding projected enrollments/graduates:

*Actual projected enrollments are shown in the table below. As the program must build upon the currently existing and newly acquired College of Business and College of Arts and Social Sciences resources (faculty, labs, etc.—projections in other Sections, below), only within a limited range of flexibility as to expandability (class size) and utilization of the existing resources, can BA-PADM enrollment capacity greatly exceed what is projected, in the Table below, without additional financing. To the extent that the undergraduate faculty and facilities are strengthened in this same period, that flexibility may be increased. However, in general, the amount by which capacity can exceed projections is to some extent constricted without additional funding.*

*At present SUNO offers four-year BA degree programs in Political Science and History. These two programs are being terminated as a result of statewide academic programs realignment. There were approximately 23 majors in the Political Science program and 46 majors in History as of Fall 2005. The BA-PADM program is expected to attract some of these students. In addition to entering freshmen, there are two-year degree program graduates from Delgado College coming to SUNO to complete four-year degree programs. No other public university in the New Orleans region offers four-year BA-PADM and the demand for such graduates is increasing as the Post-Katrina metro New Orleans economy starts to recover. Therefore, the number of undergraduate majors interested in careers in the public sector is expected to continue to increase. We are also anticipating an influx of current public employees who need to update their skills and credentials to either advance or retain their current employment in the emerging accountability-oriented public sector. Since there are currently no other undergraduate degree program in Public Administration in any of the Louisiana public universities, the full Bachelor of Arts degree program is expected to draw students from throughout Louisiana, the Southeast United States, and even internationally.*

*Starting with the 10 FTE (Full-Time Equivalent) students in the first year (2006-2007), enrollments in the BA-PADM are projected to grow to 40 FTE in the seventh year (see Table 1.) In general, FTE, rather than student headcount, is expected to be the most illuminating parameter and projection technique for the BA-PADM program, because the majority of the students are expected to maintain or undertake employment in the New Orleans community during their undergraduate careers and attend SUNO on a part-time basis. Interest in the New Orleans work force for “accountability-minded employees”, is expected to be high. A lot of the initial recruiting for the Program will target this working group through professional meetings and the employing organizations.*

*Because of (1) the part-time nature of many SUNO students, (2) what is expected to be a limited number of summer course offerings, (3) difficult circumstances in Post-Katrina New Orleans community, and (4) some non-completers, graduation rates are expected to trail enrollment growth. It is possible to graduate as early as the end of the third year (May, 2009), with the numbers increasing for each subsequent May, as a function of the accuracy of the enrollment projections*

<i>Year</i>	<i>Headcount/FTE</i>	<i>Growth Rate</i>	<i>Number of Graduates</i>
<i>2006-2007</i>	<i>15/10</i>	<i>0</i>	<i>0</i>
<i>2007-2008</i>	<i>21/12</i>	<i>40%</i>	<i>0</i>
<i>2008-2009</i>	<i>29/18</i>	<i>40%</i>	<i>0</i>
<i>2009-2010</i>	<i>35/22</i>	<i>20%</i>	<i>8</i>
<i>2010-2011</i>	<i>42/29</i>	<i>20%</i>	<i>8</i>
<i>2011-2012</i>	<i>50/34</i>	<i>20%</i>	<i>10</i>
<i>2012-2013</i>	<i>60/40</i>	<i>20%</i>	<i>12</i>
<i>2013-2014</i>	<i>72/48</i>	<i>20%</i>	<i>14</i>

*Both enrollment and graduation rates are highly sensitive to the amount and types of financial aid that are available to potential students. To the extent that the financial aid is made available as partial support to a large number of students, headcount enrollments and numbers of graduates would both be expected to increase, exceeding what is projected, but with the date of graduations delayed. On the other hand, to the extent that more students are supported on a full-time basis, especially if such support is needed to lure out-of-town and out-of-state students, headcount enrollments might be lower, but graduation rates would be increased and accelerated as full-time students would be expected to have a lesser percentage of non-completers and to finish at earlier dates. (The strategies for recruiting beyond the New Orleans area and throughout the region, United States, and internationally are still not completely formulated.)*

The proposal notes the following regarding student admission:

*Students will be required to satisfy the College of Business entrance requirements before they can enter the program. The current requirements for entering the College of Business are laid out in the University Catalog. The essential requirements are that the student (1) has completed the freshman Math, freshman English, and computer literacy courses with a grade of C or better and (2) must have a cumulative GPA of 2.0 or better. At a minimum, majors will have to have completed Introduction to Public Administration, Principles of Accounting and Principles of Economics before taking any major courses in Public Administration. Some senior level courses will have more requisites.*

The proposal observes the following concerning student progression:

*Although the BA-PADM program is theoretically projected to be an eight semester or four-year degree program, it is expected that most students will take five full years or more to complete the course sequence, as it is anticipated that: most students will attend on a part-time basis; the core or suggested course/assignment load may be too heavy for even some full-time students and they will pursue a reduced load and/or choose to mix some electives in with their course work; some students may need to take additional courses and/or time to pass their qualifying examination; and/or there may be other factors as yet unanticipated.*

#### **4. Faculty**

The proposal indicates the following regarding current and needed faculty resources:

*This is a new program, and as such there are no faculty members directly involved at the moment. By Fall 2006, we expect to have on board a Public Administration chairperson and one faculty member. In addition to the Chairperson and one new faculty person, who are projected to function in the BA-PADM in Year One, additional full-time faculty are to be added in the second, and fourth years for a total of four at the end of the first five years. To the extent that additional funds are available, it would be highly desirable to have funds available in order to assign the Chairperson on a full-time (or ¾ time plus general departmental administration) basis to the BA-PADM for the academic year preceding the start of BA-PADM classes in Fall, 2006. This time would be used for recruiting and curriculum development purposes.*

*New faculty recruited for the BA-PADM would each be full-time in the program. As per SACS (Southern Association of Colleges and Schools) guidelines, most faculty members would be required to have a terminal degree in Public Administration, Public Policy and Administration, Economics, Business Administration, or closely related fields, or a masters degree with 18 graduate credit hours in the teaching field. As projected, except for release time and/or externally funded grant/research responsibilities, each faculty member would eventually teach four classes. In the early years of the Program and for the first years of each new faculty member, there would be reduced loads for course development, general curriculum development, recruitment, and advising. Loads would be reduced in latter years for those assuming other academic and/or administrative responsibilities required to advance the BA-PADM program.*



*Courses to be taught by new or reassigned faculty include:*

<i>ACCT 310 Governmental Accounting</i>	<i>3</i>	<i>Dr. Simeon Okpechi</i>
<i>ECON 402 Public Finance</i>	<i>3</i>	<i>Dr. Susan Zee</i>
<i>ECON 412 State &amp; Local Govt. Finance</i>	<i>3</i>	<i>Dr. Frank Martin</i>
<i>POLI 250 State &amp; Local Government</i>	<i>3</i>	<i>Dr. George Amedee</i>
<i>PADM 250 Intro to Pub Adm. (same as POLI 320)</i>	<i>3</i>	<i>New Faculty</i>
<i>PADM 301 Organization Theory</i>	<i>3</i>	<i>New Faculty</i>
<i>PADM 310 Public Personnel Administration</i>	<i>3</i>	<i>New Faculty</i>
<i>PADM 385 Governmental Budgeting</i>	<i>3</i>	<i>New Faculty</i>
<i>PADM 400 Ethics in Public Service</i>	<i>3</i>	<i>New Faculty</i>
<i>PADM 405 Public Policy &amp; Administration</i>	<i>3</i>	<i>New Faculty</i>
<i>PADM 425 Public Service Internship</i>	<i>6</i>	<i>New Faculty</i>
<i>Free Elective</i>	<i>3</i>	<i>New Faculty</i>

*Total* *39 hours*

*When the program is fully implemented by the 4<sup>th</sup> year, the 39 required specialized course credit hours adds up to 3.25 full time teaching equivalency, with the department head receiving 50% release time for recruiting and administrative duties and one faculty member receiving 25% release time for research and professional development.*

*Additional teaching resources available to the BA-PADM are other College of Business and College of Arts and Sciences faculty members who hold a terminal degree, but whose primary teaching assignments are with the undergraduate program outside the core Public Administration discipline. Each of these faculty members has one or more areas of expertise and research interests that could productively contribute to the undergraduate teaching and research possibilities. To a limited extent, there are also credentialed people in the community whose expertise could provide additional width and depth to SUNO's offerings, along with an invaluable real-world perspective that most students highly value. To the extent that additional funds are available and/or compensatory arrangements can be made, the BA-PADM program could be broadened and strengthened (both during the initial seven years and later).*

## **5. Library and Other Special Resources**

The proposal provides the following regarding library and other special resources:

*The SUNO Library houses 26 periodicals and 290 books in Public Administration. Library holdings of hard copies of books and periodical are inadequate. Furthermore it has not been determined that any of the materials in the SUNO library on the South Campus are usable. If the materials are judged to be contaminated, all may be lost. However, the SUNO Library is currently a member of the Louisiana Library Network, a consortium of 28 colleges and universities in Louisiana with an agreement to share available library resources. Hence, UNO, Tulane, and Xavier library resources are available. As part of the American Library Association Adopt-A-Library Katrina Relief Program, the University of Missouri-Columbia is one of several libraries that have adopted the SUNO Library. These libraries have created a gateway to free online resources referenced in their library's online catalog. More than 56,621 titles can be*

*accessed, including documents, sound recordings, maps, and more. However, current library resources will eventually need to be replaced and updated.*

*As part of the general finance projections, significant library acquisitions//expenses are projected. While some of the standard reference books and some of the “classics in the field” will be added, the major deficiency to be addressed is in the area of Public Administration journals and current papers of various types related to state-of-the-art administrative sciences developments and research. Journals will be made available in both the Public Administration Department and in the SUNO Library.*

*Part of the library expenditures would be devoted to CD-ROM resources in both the SUNO Library and as part of the Public Administration departmental network. Some of the literature/developments in the Public Administration area are already available in CD-ROM form. These resources would be available at student workstations, in every faculty office and research area, and remotely via dial-in access. Full texts of the articles referenced on the CD-ROM are often available immediately via network links and/or in a day or two in hard copy directly through SUNO or through another node of the New Orleans Council for Academic Library Liaison. Student will have Internet access for resource utilization, as well as for other needs, and general communication.*

## **6. Facilities and Equipment**

The proposal observes the following regarding program facilities:

*Due to the destruction caused by Hurricane Katrina, the university is housed in temporary facilities on its North Campus. While fulfilling a need in the interim, these facilities are certainly not adequate on a permanent basis. Research facilities are limited and additional resources will be needed to accommodate new undergraduate enrollment and faculty research needs. Projected equipment and research monies (See Section 10.) will be used primarily to provide:*

- 1. student computer access, via a undergraduate lab with multiple workstations of varying complexities;*
- 2. faculty access by equipping faculty offices;*
- 3. computer equipped classrooms; and*
- 4. research areas/clusters and portable support for both student and faculty use.*

*Some monies will be used to equip each of the PADM faculty offices with state-of-the-art computer equipment. Each office will be linked to the College of Business network, the campus, the SUNO mainframe, and the Internet. Several classrooms will be equipped with interactive overhead computer displays.*

## **7. Administration**

The program will be administered through a new Department of Public Administration within the College of Business.

## 8. Support Staff

The proposal opines the need for support staff, as follows:

*Needed support personnel for the BA-PADM program include a full-time administrative assistant, with primary responsibilities to the undergraduate program. Once again, if funding is available it would be highly desirable to have these individuals in place prior to the start of the first full class of students in Fall, 2006.*

## 9. Accreditation

The program is not eligible for accreditation; only master-level Public Administration programs are accreditable through NASPAA. The University has appropriately chosen to follow NASPAA Guidelines for Baccalaureate Programs in Public Affairs/Administration.

## 10. External Review

The proposal states the following regarding required external review of this program:

*The Coordinator of the MPA program at UNO, Dr. Robert Montjoy, and the Coordinator of the MPA program at GSU, Dr. Geoffrey U. Lemmy Akoma, were extensively involved in the curriculum development and evaluation. Their statements are were addressed in the proposal.*

## 11. Costs

The proposal provides the following summary of additional cost:

	<b>FIRST YEAR</b>		<b>SECOND YEAR</b>		<b>THIRD YEAR</b>		<b>FOURTH YEAR</b>	
	<b>AMOUNT</b>	<b>FTE</b>	<b>AMOUNT</b>	<b>FTE</b>	<b>AMOUNT</b>	<b>FTE</b>	<b>AMOUNT</b>	<b>FTE</b>
Faculty	\$185,220.00	2	\$191,481.00	2	\$280,436.00	3	\$373,837.00	4
Graduate Assistants								
Support Personnel	\$47,880.00	1	\$50,279.00	1	\$52,793.00	1	\$55,432.00	1
Fellowships & Scholarships								
<b>SUB-TOTAL</b>	<b>\$233,100.00</b>	<b>3</b>	<b>\$241,760.00</b>	<b>3</b>	<b>\$333,229.00</b>	<b>4</b>	<b>\$429,269.00</b>	<b>5</b>
	<b>AMOUNT</b>	<b>AMOUNT</b>		<b>AMOUNT</b>		<b>AMOUNT</b>		<b>AMOUNT</b>
Facilities	\$100,000.00	\$50,000.00		\$50,000.00		\$50,000.00		\$50,000.00
Equipment	\$103,000.00	\$50,000.00		\$50,000.00		\$50,000.00		\$75,000.00
Travel	\$18,000.00	\$21,000.00		\$33,075.00		\$34,728.00		
Supplies	\$30,000.00	\$31,500.00		\$33,075.00		\$34,728.00		
Library Resources	\$30,000.00	\$25,000.00		\$26,000.00		\$27,000.00		
<b>SUB-TOTAL</b>	<b>\$281,000.00</b>	<b>\$177,500.00</b>		<b>\$180,075.00</b>		<b>\$210,728.00</b>		
<b>GRAND TOTAL</b>	<b>\$514,100.00</b>	<b>\$419,260.00</b>		<b>\$513,304.00</b>		<b>\$639,997.00</b>		

<i>Amount &amp; Percentage of Total Anticipated From:</i>	<i>AMOUNT</i>	<i>%</i>	<i>AMOUNT</i>	<i>%</i>	<i>AMOUNT</i>	<i>%</i>	<i>AMOUNT</i>	<i>%</i>
<i>State Appropriations</i>	<b>\$499,100.00</b>	<b>97.1</b>	<b>\$401,290.00</b>	<b>95.7</b>	<b>\$447,304.00</b>	<b>87.1</b>	<b>\$567,997.00</b>	<b>88.7</b>
<i>Federal Grants/Contracts</i>					\$18,800.00	3.5	\$18,000.00	2.8
<i>State Grants/Contracts</i>					\$20,000.00	3.9	\$20,000.00	3.1
<i>Private Grants/Contracts</i>					\$1,000	0.19	\$1,000	0.15
<i>Other (Tuition and Fees)</i>	\$15,000.00	2.9	\$18,000.00	4.3	\$27,000.00	5.3	\$33,000.00	5.2
<b>TOTAL</b>	<b>\$514,100.00</b>	<b>100</b>	<b>\$419,260.00</b>	<b>100</b>	<b>\$513,304.00</b>	<b>100</b>	<b>\$639,997.00</b>	<b>100</b>

A brief summary of the budget justification is provided below:

1. Faculty - One Department head at \$84K and subsequent faculty at \$63K with 5% annual raises, plus fringe.
2. Support Staff - One departmental secretary.
3. Facilities - To afford new space above and beyond past building allocations. New space needed as this is a new program. Also, upgrading of existing temporary space is needed.
4. Equipment - As a new programs, equipment monies will not be available with FEMA/insurance reimbursement. Hence, new and previously nonexant equipment will be needed.
5. Travel - Faculty attendance at national/regional confere4nces as required for professional development.
6. Supplies - include software.
7. Library - periodicals, databases, books and other intellectual materials.
8. Tuition - based on enrollment projections of 10, 12, 18, and 22 students from years 1 through 4.

### STAFF ANALYSIS

This has been a strong proposal from its inception. The proposed curriculum is thorough, providing a broad based undergraduate education and an appropriate depth of study in public policy. However, the staff is very concerned about University estimates of resource needs and costs. The following staff comments are, therefore, relevant:

1. The proposed curriculum appears appropriate and curricular recommendations/suggestions by external reviewers have been incorporated.
2. Expectations for future faculty needs are overgenerous. It is clear to staff that a Departmental/Program Head is needed and one additional faculty, but the justification for further faculty lines is weak. First, this is non-accredited programs, so there are no undue limitations to the numbers of hours that faculty can teach—for an undergraduate-level program this means at least 12 and up to 15 per semester. Second, only eight new courses (amounting to 27 hours of

credit) will be required. All other courses already exist and are currently being staffed. Third, projections for student numbers are such that repeat offerings of required courses each year are not likely to be needed. Unless, there is tremendous student growth, it would appear that two new faculty will be required. Lastly, it is not clear that these two additional faculty should be considered wholly new positions. Without an accounting from the University as to the disposition of pre-Katrina faculty positions across now reduced program offerings, it would appear that some of those positions in terminated program areas could be moved to the College of Business to support this new venture.

3. A department Secretary may be needed, but the cost estimates for this position are too high.
4. Facilities/equipment needs have also been stated, but without reference to or within the context of overall development of the new campus. It does not appear reasonable to finitely decide on facility/equipment needs for this program without considering how such needs would coordinate with similar requirements for all other SUNO programs and services.
5. Costs estimates for faculty travel are excessive.
6. Costs estimates the supplies and library resources seem in line with actual needs.
7. Expectations for numbers of students/graduates are marginal. If numbers occur as expected, then the University will have to be careful to ensure timely student progression to avoid low-completer status.

Accordingly, while the staff recommends conditional approval for this program. Implementation should be delayed, however, until Department Head/Program Director is hired. In addition, a broad stipulation which ensures ongoing program implementation consistent with AACSB accreditation requirements, careful analysis and assessment of projected program costs, and the development of appropriate funding plans is needed.

#### ***STAFF RECOMMENDATION***

***The staff recommends that the Academic and Student Affairs Committee grant conditional approval for the proposed B.A. program in Public Administration (CIP Code 44.0401) at Southern University-New Orleans; program implementation, however, should be delayed until a Department Head/Program Director is hired. In addition, prior to program implementation, University administrators shall meet with Mr. Donnie Vandal, Deputy Commissioner for Finance and Administration, and Mr. Gerard Killebrew, Associate Commissioner for Academic Affairs, to discuss immediate funding needs and sources of such funding for the first year of program operations. Thereafter, beginning June 1, 2007 and on that same date until the program is fully implemented, an annual report addressing these concerns shall be sent to Mr. Vandal and Mr. Killebrew and necessary follow-up meetings scheduled to resolve any outstanding issues.***